



DEPARTMENT OF THE ARMY and AIR FORCE
Joint Forces Headquarters, Kentucky National Guard
Boone National Guard Center, 100 Minuteman Parkway
Frankfort, Kentucky 40601-6168

KG-HRO

15 March 2008

**MEMORANDUM FOR COMMANDERS, DIRECTORS and MACOM ADMINISTRATIVE
OFFICERS KENTUCKY ARMY NATIONAL GUARD**

SUBJECT: (KYNG Log Number P08-025) Priority Placement Program (PPP)

1. References. AR 600-8-19, Personnel Policy Guidance (PPG) dtd 13 Nov 07 and KYARNG EPS Circular dtd 01 Jul 07. Active Guard Reserve (AGR) personnel classified as either excess and/or over grade will be given priority over other personnel to fill AGR vacancies. A Priority Placement Program will be initiated when any action occurs that causes any AGR personnel to become either excess and/or over grade to either their Full-Time Support Position or their MTOE/TDA position. No position will be filled via transfer, Enlisted Personnel System (EPS) fill or advertisement without first making offers from the PPP.

2. Priority Placement procedures may be combined with AGR resource redistribution efforts. Priority is first given to what is in the best interest of the Kentucky Army National Guard and then the affected AGR member. Furthermore, individuals placed on a PPP will not be entitled to Instructor positions, R & R positions or become a member of the 41st CST without board competition for selection.

3. AGR personnel will be classified as excess when their AGR position has been eliminated or reduced in grade from the Support Personnel Manning Document (SPMD). Excess status can occur by reorganization, re-documentation, unit inactivation, or other full-time manning policy changes. AGR personnel determined excess will be processed as follows:

- a. Notified in writing of their eligibility to be placed into the Priority Placement Program (PPP).
- b. Receive first consideration for vacancies authorized to be filled, prior to the use of any other fill methods.
- c. Offered in writing the opportunity to fill the vacancy for which they were identified.
- d. Failure to accept a position once offered may subject the AGR member to be separated from the AGR Program.

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4. AGR Personnel are authorized to remain in an excess/over grade status for a period NTE 12 months. Personnel will be placed in the PPP immediately upon identification as being excess/over grade based on approved stationing plans during reorganizations or deactivations during the current fiscal year. This program is not for promotion purposes.

5. The PPP is designed to ensure that, if at all possible, no AGR soldier will be separated or reduced due to force structure changes or unit relocation/consolidation changes. Commanders/supervisors at all levels will be engaged with the HRO to assist in placing AGR soldiers who are affected by changes in the full-time force with the least personnel turbulence possible.

6. AGR personnel who are promoted above their authorized Full-Time Unit Support grade because of a mobilization action will be identified as a Global War on Terrorism (GWOT) Promotion. AGR (GWOT) Promoted Soldiers will be placed into a MACOM Priority Placement Program (PPP) commensurate with MOS. Soldiers promoted prior to the date of this policy were not subject to the new criteria and therefore are not eligible for PPP.

7. AGR Soldiers must meet the following criteria to be eligible for a GWOT Promotion:

a. Must be in the top two (AGR's) on a current EPS list.

b. Must have reached the following Active Federal Service (AFS) gates:

(1) E5 - 4 years AFS / E6 - 6 years AFS / E7 - 8 years AFS

(2) E8 - 13 years AFS / E9 - 16 years AFS

c. Control grade promotion requests (E8 and E9) must be approved by NGB. GWOT promotion requests to E9 must be a graduate of or enrolled in The United States Army Sergeants Major Academy (USASMA).

8. The following rules apply to AGR personnel who accept a GWOT promotion:

a. AGR members will be re-accessed into the AGR program to the position they vacated unless selected for another position through EPS or the PPP during mobilization. AGR Soldiers accepting a GWOT promotion must understand that the promotion received is based on the mobilized position, not the AGR position they vacated. GWOT promoted Soldiers will remain on the EPS list in the grade they were prior to accepting the GWOT promotion.

b. If a position commensurate with the GWOT promoted grade and MOS through EPS or PPP is not offered to the Soldier during the mobilization, they will be placed over grade back into the AGR position vacated.

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c. GWOT promoted Soldiers can be carried over grade for up to 12 months from date of REFRAD. The AGR Soldier must:

(1) Remain competitive on the EPS list in the grade prior to the GWOT promotion.


(2) Be offered a position through EPS/PPP commensurate to the GWOT promoted grade during the mobilization or no later than 12 months after demobilization.

(3) Be aware that release from AGR service is possible if retirement eligible or not willing to accept reduction. If at any time during the 12 month period the AGR Soldier declines an EPS/PPP offer, he/she will be administratively reduced upon declination.

9. AGR Soldiers and the MACOM must understand the impact GWOT Promotions can have on the Kentucky National Guard AGR program before requesting a GWOT Promotion. MACOM's should formulate a plan to identify future potential positions for the GWOT promoted soldier and realize that these soldiers will have priority placement into the next vacancy within their command. The AGR program has both assignment and control grade restrictions, the state will receive no additional grades to support GWOT promotions. It is imperative that Soldiers are fully aware of the benefits and the impacts a GWOT promotion can affect their AGR career. Mobilized AGR Soldiers can be fully supported during mobilization without having a negative impact on the other members of the AGR program.

11. POC MAJ Adams/SGM Halvorson, DSN 667-1340/1310 or COMM: (502) 607-1340.

FOR THE ADJUTANT GENERAL:



DONALD R. CONOVER
COL, MP, KYARNG
Human Resources Officer